

FireFighter

The magazine of the Fire Brigades Union www.fbu.org.uk

August/September 2015

Emergency medical responding

THE USA EXPERIENCE

See p14

**CAN
JEREMY
CORBYN MAKE
A DIFFERENCE
TO LABOUR?**

See p10



Have you registered your pension claim yet? See page 7 for details



Matt Wrack

Debating the future of our service – what we do, and what it's worth

Our service is facing the worst of times. The cuts imposed under the previous Westminster government were the worst we have ever seen, and the planned cuts by the new Conservative government will be just as bad.

Although these attacks are being made across public services, particular justifications are being made in relation to fire and rescue because of the declining number of fires and other emergencies to which firefighters respond.

A fall in the number of calls cannot justify cuts, which will clearly have an impact on emergency response times. Fires still happen.

There is no justification for making people who experience the horrors of a fire wait longer to be rescued simply because someone else isn't enduring the same horror.

We make these arguments alongside wider ones about how our service should be responding professionally to all emergency incidents, which should mean ensuring correct crew and appliance numbers, and having the right procedures in place to work safely and effectively.

Nevertheless, it is a tragic fact that the politicians administering our service have been driven by two things: the unprecedented reduction in central government funding and the arguments about reduced numbers of emergency calls. On the back of these they have forced through

cuts and closures on an unprecedented scale.

Meanwhile the pay of firefighters, like that of all public servants, has suffered a savage attack on such a huge scale that it requires a robust, unified fightback.

We will be discussing it through the TUC over the coming months. We also need to be addressing what is happening specifically within our own industry. What is changing and where it is

not inspect buildings or familiarise themselves with risks. It became a normal part of our work during the 1960s and 70s.

A bit later, the fire service began to respond to road traffic incidents, which today is considered the bread and butter work of our profession.

These debates will always take place, they are ongoing and they form the background to the discussions with employers.

It is important to note that

Discussing with our colleagues abroad

In any case, we should be discussing where our service and our profession are heading. If we do not, we will simply hand the issue over to those who want to pass it across to agencies or privatise it.

Nobody expects such discussions to be easy. Some conflict is inevitable, our employers will want everything on the cheap, while we want good standards and good pay. As part of this process, we are looking at how firefighters around the world have addressed these challenges.

In this issue we include an interview with the IAFF, the union covering firefighters in the US and Canada, about their experience of emergency medical response.

This is something that is being discussed, which government and employers are keen to push. Our conference in May agreed to proceed with these discussions and to amend our previous policy on the issue.

Through the National Joint Council, there are now likely to be trials in this area of work. However, it is important to note that no final agreement has been reached and discussions continue.

Please follow these issues on the website, read the union circulars and discuss it all with other members within your branch and your brigade. They form some of the most important debates for our union in many years. Make sure you have your say.



Emergency medical response: Firefighters carry a man injured when a light aircraft crashed near Seattle in the USA

heading. We will continue to discuss these issues with fire service employers.

Evolving risks

The risks our communities face have always been subject to change, and the expectation of emergency response has changed with it.

In the 50s, firefighters did

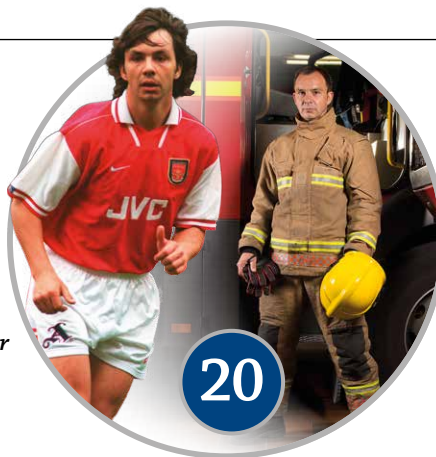
each side will have its own agenda. None of these discussions will be easy.

The FBU has argued strongly that we want these discussions, alongside negotiations about pay to reflect the skills and commitment of our members. We do not believe firefighters are adequately rewarded, and the situation is getting worse.

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David Hillier
– Avonmouth
firefighter
and former
Arsenal star



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Shocking truth behind the two-job myths



DEMONSTRATE AT THE TORY PARTY CONFERENCE SUNDAY 4 OCTOBER 2015

Join the TUC organised march and festival in Manchester
Further details including transport arrangements to follow



FIRE BRIGADES UNION



FBU general secretary Matt Wrack speaking at the launch of *Blacklisted, The Secret War Between Big Business and Union Activists* by Dave Smith and Phil Chamberlain at the Houses of Parliament in London earlier this year

Unions must be included in police spying probe, says FBU

Undercover policing

The FBU has approached Lord Justice Pitchford to ask him to agree to investigate claims that the union was spied upon alongside hundreds of political groups as part of his inquiry into undercover policing, which was ordered by the home secretary in March.

The FBU has asked for trade unions to be included as core participants in the inquiry, the remit of which was yet to be announced at the time of *Firefighter* going to press.

Former police officer turned whistleblower Peter Francis has revealed that Scotland Yard's undercover unit, the Special Demonstration Squad (SDS),

collected intelligence on members of five trade unions.

He has apologised for spying on members of the FBU, Unison, the National Union of Teachers, the National Union of Students and the Communication Workers Union.

The SDS spied upon members of the Stephen Lawrence campaign, which was supported by the FBU. It is known that

Scotland Yard's undercover unit, the Special Demonstration Squad, collected intelligence on members of five unions

Matt Wrack, FBU general secretary, was spied upon by the SDS when he was part of the anti-racist movement in the 1990s.

Matt Wrack said: "Trade unions are the largest democratic, mass membership organisations in the UK. We have legitimate concerns about police operations that may have undermined our decisions, interfered with industrial relations and led to the victimisation of our elected officials."

Peter Francis and other police officers passed the intelligence they gathered to The Consulting Association, which was raided by the information commissioner in 2009. Records on over 3000 workers were found, which were used to prevent them from securing employment in their trades and professions.

Paul Hampton:
Trade unions are
the real makers
of history



Examine mobilising failures, FBU demands

Essex

The FBU in Essex has called for a public inquiry to investigate the failed IT mobilising system that the county's fire authority implemented in January at a cost of £1m.

The system has been offline since May and is not expected back online until November at the earliest. The "state of the art" system malfunctioned so badly that, on a number of occasions, fire crews were mobilised to "ghost" incidents. Lives could have been at risk if a real incident had broken out at the same time.

The call comes as fire minister Mark Francois, who represents the Essex constituency of Rayleigh and Wickford, visited control staff to discuss the long-running problems that fire service management first tried to explain away as "user error".

Alan Chinn-Shaw, secretary of the FBU in Essex, warned that the situation could have serious implications for neighbouring



Alan
Chinn-Shaw:
No Plan B

fire and rescue services. "Bedfordshire and Essex were due to share this system but now there seems to be no Plan B, which is very worrying.

"It is in the public interest for an independent inquiry to examine the mistakes behind this huge waste of taxpayers' money, which is putting the public and operational firefighters at increased risk."

Mayor orders fire service to aid human rights abuser

London

London mayor Boris Johnson has been criticised for ordering the city's fire and rescue service to help Qatar prepare for the 2022 football World Cup despite the country's "alarming" human rights record.

Firefighters from London Fire Brigade (LFB) must advise the Gulf state on infrastructure projects.

It has been criticised for its abuse of migrant labour, which has been described as modern-day slavery.

It is estimated a



Delegates at the 2014 TUC vote to 'Give Qatar the red card' and move the FIFA World cup elsewhere

construction worker dies every other day in Qatar.

The government of Nepal – where many of the migrant workers come from – has estimated that last year alone 157 of its workers in Qatar died.

Paul Embery, secretary of the FBU in London, said: "This is another autocratic move by the mayor, who

seems hell-bent on turning the fire authority into an irrelevance.

"Doing business with the ruling regime tarnishes the reputation of LFB.

"We should stand in solidarity with working people wherever they are in the world, and not cosy up to governments who exploit and oppress them."

SOUNDING OFF

Workers have answers on climate change

Climate activists and trade unionists must work together, says Dr Paul Hampton, FBU head of research, and author of a new book about climate change

Firefighters know that climate change already affects many aspects of their work, whether it is major flooding, wildfires, drought or storms. Extreme weather is the most visible sign of climatic changes brought about by pumping gigatonnes of greenhouse gases into the atmosphere.

If the physical science of climate change is robust, then the political response has been wretched. For over 20 years governments and business leaders have promised to stop pumping out carbon, while continuing to profit from burning fossil fuels. They say we are on the road to a low-carbon economy, but they want to make workers pay the costs of this transition.

I've written a book about workers and climate change because I believe unions should be at the heart of a great movement to tackle it. Workers across the globe are hardest hit by temperature increases, extreme weather and rising sea levels. They bear the brunt of market-driven climate politics through higher energy bills, subsidising energy firms with our taxes and through job losses.

Organised workers are potentially the swords of climate justice. Trade unions have shown in battles for the vote, challenging apartheid, fighting for gender equality and workplace representation and combatting racism, that we are the real makers of history.

Workers across the globe are making an impact on the climate debate. Thousands of trade union reps are convincing their bosses and workmates to cut carbon. Workers are demanding clean energy at work and in their communities. Wind turbine workers on the Isle of Wight occupied their factory when the owners threatened to close it.

Climate activists need the solidarity of trade unions. Trade unionists can renew our organisations by engaging with climate activists. We have the world to win and nothing to lose but our carbon.

Manchester mayor to control fire services

Devolution

New powers announced in the budget will see the mayor of Manchester, a new position due to be elected in 2017, take responsibility for fire and rescue services – as well as policing and health services – from ten local authorities.

This devolution of power is seen as a possible blueprint for the future of fire and rescue services across the UK. Nine other cities – Birmingham, Bristol, Cardiff, Glasgow, Leeds, Liverpool, Newcastle, Nottingham and Sheffield – are seeking similar powers.

Les Skarratts, secretary of the FBU in the North West, said: “We hope the news regarding fire and rescue service links with an elected mayor will be good news for the

people of Greater Manchester.

“If this change protects the service from the terrible budget cuts which this government has foisted upon us over the past five years, then we would clearly welcome it.

“However, if this is simply another way chancellor Osborne can attack our service, but delivered from another direction, then the FBU will continue to fight and campaign to protect what remains of our service.”

At its conference in May the FBU warned that funding cuts were the worst possible environment for a reorganisation of fire and rescue services and that any proposals would require consistent and common national standards in order to safeguard firefighter and public safety.

IN BRIEF

Commendation for Justice for Firefighters campaign

The FBU communications and campaigns team picked up three commendations at the 2015 TUC Media Awards held at Congress House, London.

Firefighter magazine was described as a “strong, powerful and punchy” publica-



TUC general secretary Frances O'Grady at the communications awards

tion while the union's Youtube interviews with Matt Wrack, FBU general secretary, used to update members of developments throughout the pensions campaign, were praised.

The FBU's successful Justice for Firefighters campaign to secure compensation for the families of Marlie Farm firefighters Brian Wembridge and Jeff Wicker was highly commended, in particular for its use of social media.

National school

Applications have opened for this year's national school taking place from 9–13 November at Wortley Hall near Sheffield.

The school will cover a variety of issues, focusing on organising and improving industrial relations with the UK fire and rescue service as well as challenges facing trade unions and public sector workers.

Applications are available online: www.fbu.org.uk/circulars/national-school-2015.

FBU election updates

Danni Armstrong and Phil Coates have been elected to the FBU executive council for the South East and East Midlands respectively. They will take over the roles when the current post holders, Jim Parrott and Dave Limer, retire later this year.

Both Grant Mayos and Ian Leahair, executive council members for Wales and London respectively, were re-elected, as was Yannick Dubois who is returned as national chair of the LGBT committee.



FBU BACKS EQUALITY RALLY

FBU members and their families were part of a 20,000-strong rally in Belfast in June that demanded marriage equality in Northern Ireland. It was organised by the Rainbow Project, Amnesty International and the Irish Congress of Trade Unions.

After the vote in favour of marriage equality in the Irish republic in May, Northern Ireland is alone in western Europe in denying LGBT people the right to marry the person they love, said Karen McDowell, FBU region 2 LGBT section rep.

“It was great to see the FBU play an active role, showing its support for this campaign to overcome one of the last taboos here in Northern Ireland and strive for real equality for all.

“On behalf of region 2 LGBT section we would like to express our sincere thanks to all the FBU officials, members and their families who attended the rally in support of this campaign.”

Authority ignores firefighters and public

Staffordshire

Staffordshire's fire authority cut jobs and equipment in July and announced other money-saving measures not even raised during a 12-week consultation. Twenty two whole-time jobs and three fire engines will go.

The authority had promised to listen to the FBU but, according to brigade chair Richard

Williams, it took no account of the professional voice of firefighters and did not listen to public opinion that strongly opposed the cuts which went ahead although the authority has an £11m reserve fund.

“This was a sham consultation,” said Williams. “These cuts are devastating and their impact is going to be felt harshly in Staffordshire communities.

“The fire authority has no idea what the public want or how they feel about these savage cuts.

“Our suggestions for savings, such as reducing the use of TRVs, fell on deaf ears – they had already decided jobs and fire engines were going to go.

“We are still keen to be involved in negotiations with service management but, right now, we are hugely disappointed.”

NEWS FOCUS

FBU expects to begin tribunal proceedings on behalf of all members without protection in the near future

TOBY MELVILLE/CORBIS



PENSIONS UPDATE

Lump sum victory for retired firefighters

A multi-million pound government pension blunder means that thousands of retired firefighters are set to receive substantial amounts of money that they should have received when they retired.

The FBU took a test case to the Pensions Ombudsman – that of retired firefighter William Milne of Strathclyde Fire and Rescue Service, who retired at 50 in 2005.

He chose to take a tax-free lump sum of £111,038 with a pension of £22,207 a year.

But his lump sum was wrongly calculated at the time and he is now due £30,000, including backdated interest.

Maladministration

William Milne told *Firefighter*: “I am very pleased that the FBU fought for me to get this money. I hope now that other firefighters will get what is due to them.”

Ombudsman Tony King found the Government Actuary’s Department (GAD) guilty of “maladministration” that meant thousands of police officers and firefighters who retired between 2001 and 2006 lost out on lump sum payments.

GAD failed to take into account

the key factor of revised predicted life expectancy rates – previous life expectancy rates were lower than they are now.

The FBU discovered the catastrophic error after new factors for calculating lump sum payments were introduced in 2008 and backdated to 2007.

The FBU questioned why the backdating had not been to 1998, when the last review of factors influencing lump sum payments had been carried out.

Owed for 14 years

The Department for Communities and Local Government has estimated it will cost £94m to deal with firefighters’ claims following the ombudsman’s ruling.

Sean Starbuck, national officer, said: “This is money that members have been owed – for 14 years in some cases – money they should have got at the time but for government incompetence.

“It’s important to remember that this is not additional money. We are very glad to have won this important test case as it will mean that thousands of other firefighters will now receive what they are due.”

Fresh hope for serving members

Lawyers have advised the FBU to begin a legal challenge to tackle what the government is calling “transitional pension protection arrangements” introduced in April this year.

The arrangements protect older workers who are not being forced out of the pension plans they joined when they began work and into new, less generous, schemes. Younger firefighters, however, are unprotected.

The FBU says it is unfair and discriminatory not to offer the same protection to the 13,000 younger firefighters who stand to lose out.

The union is also looking at other similar legal challenges relating to members of the New Firefighters’ Pension Scheme, the RDS Modified Scheme and the Local Government Pension Scheme

Matt Wrack, general secretary, said: “We have been trying to negotiate adequate protection for

❖ FBU members should visit pensionclaim.fbu.org.uk to register a claim

firefighters similar to that given to them when the last scheme was introduced in 2006.

“It is disgraceful that the government has refused to honour the pension arrangements people signed up to on joining the fire and rescue service. We will explore every possible avenue to try to achieve a workable, fair scheme for all firefighters.”

The union has collected 50 test cases to support the legal challenge and expects to issue tribunal proceedings on behalf of all members without protection in the near future.

VIEW
FROM THE
AERIAL LADDER
PLATFORM



More than just a music festival ...

A fixture at Glastonbury since 2002, the Leftfield stage is the embodiment of political activism and debate at the UK's biggest music and cultural festival.

Organised by left-wing musician Billy Bragg, this year's line-up saw Matt Wrack, FBU general secretary, debate the importance of trade unions in the fight for workers' rights at a time when the Tory government wants to destroy them.

The *Guardian*'s John Harris chaired the debate which also heard from Mark Serwotka, PCS general secretary, Elly Baxter of the GMB and Stacey Clare, founder of an organisation for workers in the sex industry.

Glastonbury has been criticised in recent years for being too commercial. But Gavin Lynch, brigade chair of the FBU in Leicestershire, who was at this year's festival disagrees, saying he left feeling motivated.

"It was inspiring to hear from speakers at the Leftfield stage on how people across the UK and beyond are organising against the attacks on their working lives," he said.

"Glastonbury is known for its headline pop acts but it is much more than just a music festival."

PICTURE: PETER DUNWELL





Can Corbyn set Labour back on course?

As his campaign to lead the Labour party builds momentum, Jeremy Corbyn tells FBU communications officer William Murphy he is serious about offering a real alternative

Jeremy Corbyn is a busy man. The last two days have seen him in Yorkshire, Essex, Manchester, Swindon, Cardiff then back down to Westminster, where I meet him on the terrace of the Houses of Parliament.

At 66, the MP for Islington North in London is far from exhausted, despite the hectic schedule; in fact he seems to be thriving on it.

"I never get less than six trains a day now and I'm enjoying every minute of it. We have forced the debate on austerity, on nuclear weapons, on the link between Labour and trade unions," he says.

His outsider campaign to become Labour leader – which was almost snuffed out before it began, just scraping

the 35 nominations needed from MPs at the eleventh hour – has been building momentum after receiving the endorsements of several trade unions including the Fire Brigades Union.

We talked the day after Britain's biggest trade union, the 1.4m member Unite, favoured Corbyn over frontrunner Andy Burnham whose conversion to the left since Labour's loss in 2010 has not convinced all.

Grassroots members

Corbyn says he has not had any contact with the Burnham camp since the news was announced.

Considered at the outset of the contest as the token left winger, Corbyn has excited grassroots members of the party,

frequently receiving the best reception at hustings. He is now viewed as a close second in the race.

Can he see victory in sight?

"I can't make any predictions on the outcome of the race but I am running this campaign because I'm serious about the Labour Party and serious about offering a real difference."

Corbyn is desperate to keep his leadership campaign about the issues and will not be drawn into any personality contests or negative campaigning.

"Play the ball, not the man" is his motto and how he will run his leadership bid.

Corbyn's opponents, both in the media and politics, have not been so kind and deride him for his "dinosaur politics".



“The service is absolutely under the cosh at the moment. I’m full of admiration for firefighters and the work they do. They protect us, look after us. The treatment from the government has been appalling”

Corbyn seems nonplussed about the use of ageism as a way to attack him and his views. For him, the only acceptable ‘ism’ is socialism.

A longstanding – and particularly active – member of the FBU parliamentary group, Corbyn was “disappointed” that the union, along with several others, disaffiliated in 2004 but says it “hasn’t made a blind bit of difference” to the work he does for the union.

1977 picketline

Corbyn was on the FBU picket line in 1977 when firefighters took industrial action for the first time in a dispute over pay. His solidarity with the union has not waned over 35 years and he still takes a personal interest in fire and rescue service matters.

“The service is absolutely under the cosh at the moment. I’m full of admiration for firefighters and the work they do. They protect us, look after us. The treatment from the government has been appalling”.

Corbyn says it is a disgrace that fairer pension schemes could be found for firefighters in devolved regions of Scotland, Wales and Northern Ireland but not in England, asking why they “are being singled out for such abuse when it’s one of the most vital services we have?”

Clearly, a Labour Party under the leadership of Corbyn would reject austerity measures and cuts that have motivated the raid on members’ pensions and record job cuts.

As Matt Wrack, FBU general secretary, said when the union endorsed Corbyn: “He would be a leader who would not continue the game of Russian roulette that has been played with public safety since 2010 through unprecedented cuts to services and jobs.”

Generally, Corbyn supports localised decision making, but believes in industry-wide collective agreements on pay, training and pensions. He also wants to see a rapid rise in the number of UK workers who benefit from collective bargaining, which currently sits at a meagre 11 per cent.

Corbyn is unique in the leadership race as the only anti-austerity candidate, backed by the party’s socialist Labour Representation Committee, which has



Matt Wrack and Jeremy Corbyn at the Durham miners’ gala in July this year

PICTURES: MARK PINDER

warned against Labour continuing to take what some see as a “Tory lite” approach to austerity.

In fact, Corbyn thinks that’s what cost Labour the election. “Labour didn’t offer enough of an alternative. I spoke to my local council before the election to ask them the worst case scenario. They said if the Tories win we’ll get cut by millions. If Labour win, we’ll still be cut by millions.”

Second favourite in the betting to win, Corbyn warns that Labour could fall into the same trap as the Greek left-of-centre party Pasok which, after the banking crisis and under the direction of the EU, began enforcing austerity and was booted from office to be replaced by the clear anti-austerity left party Syriza. Pasok can now only register single-digit support in opinion polls.

Greek referendum

Corbyn is once again rushing off, this time to the Commons chamber for an emergency statement by chancellor George Osborne on the Greek referendum result, where voters overwhelmingly turned out against further austerity measures planned by the European Union.

During the debate a smirking Osborne says with heavy irony that left wing Corbyn would “be an excellent leader of the Labour party”.

That might be the only statement *Firefighter* and George Osborne have ever agreed on.

Busting the two jobs myth

Firefighters with two jobs. Raking it in and living it up? Or exhausted with no spare time and still not earning enough to live comfortably. Firefighter investigates.

GETTY IMAGES

Firefighters across the land are sick to the back teeth of the two-job slur, with certain sections of society spouting forth in a froth on a regular basis about how firefighters are raking it in, living the life of Riley and enjoying a privileged lifestyle.

But we know that this is not the reality for the vast majority of hardworking firefighters who have second jobs, many of whom are struggling to maintain a decent standard of living for their families.

With public sector pay frozen to 1% a year for four more years thanks to George Osborne's July budget, the struggle looks set to get tougher still.

A survey by the polling organisation YouGov last year found that one third of firefighters have second jobs, with less than half of the sector engaged in occasional or casual work.

Almost 90% of those with two jobs would like to give up the extra work if they could. But with firefighter pay still below the national average wage after pension contributions, many just cannot maintain a lifestyle with any degree of comfort without the extra work.

Such is the stigma surrounding firefighters with a second job, that we have had to change the names of the two FBU members we interviewed.

Exhausted

John Allen, 36, is a wholetime firefighter in the south of England who runs a window cleaning business in his time off to make ends meet.

His partner Sue earns very low wages as a childminder. John, who was an IT manager before joining the fire and rescue service seven years ago, works two or three days a week in his second job.

"I'm pretty exhausted a lot of the time," says the dad of three who also has

a stepson. "I hate not spending enough time with the boys. If I finish early in the afternoon, I'm always thinking I'll take them swimming or something, but I can't because we need the money. I used to make about £1k a month window cleaning before tax, but now I employ another firefighter to help out so I only make about £500 now. It's not a fortune and we still struggle. Sometimes I have to clean a few windows just to put food on the table."

John and Sue would love a family gym membership but they cannot afford it. John continues: "We almost never go clothes shopping. It would be nice to be able to buy the boys new school trousers before they get really scruffy, or shoes before they get holes in them, or a new shirt for myself now and again."

"My partner and I never spend time alone together – we'd like to have the odd meal out but there just isn't the budget for it. We are terrified of getting into debt."



**“Sometimes
I have to
clean a few
windows
just to put
food on
the table”**

Retained

Pete Jordan, 35, from Humberside is a wholetime firefighter who is also retained.

He knows his retained hours are higher than he should be doing, but he says he needs the money too badly to give it up.

“It used to be unusual to be wholetime and retained, but it’s getting more common now,” says Pete, who has been doing retained work for six years.

“We were wanting to move house, but we couldn’t afford it. The retained earnings pay the new mortgage.

“I have to be under a mile away from the station, so it’s very restricting. I can’t go to the beach with the dog for example. I can’t really plan much away from home when I’m retained.

“It’s not just me. A fifth of my colleagues do it.

“People are skint. We are taking on more and more work, and we don’t mind,

but we’re not getting any extra money for any of it.”

Pete gets less than £3k a year for the retained work, which pays just 9% of what a wholetime firefighter earns for being on call. If there is an incident, he moves onto the full rate of pay with an additional “disturbance” allowance.

“It’s a bit like a zero hours contract, in a way,” he adds. “I fill in the time by going swimming, going for a walk near home or just hanging around indoors. I can’t even have a drink.

“I couldn’t say we are scraping by exactly, but we’re a very long way from being comfortable.

“The slur on us for having two jobs really annoys me. People have no idea of what we actually do. If we pull up somewhere where there’s been an incident, we always try to help, no matter what has happened. We don’t want praise – we just do it. That’s what firefighters do.”



Firefighter/paramedics transport an intoxicated patient in Maine

JOHN PATRIQUIN/GETTY IMAGES

Firefighters and police officers at the scene of a train derailment in New York in which four people died and 61 were injured

STEVE MANN // DEMOTIX/PA IMAGES



Firefighters and paramedics from the Fire Department of New York responding to a fire and building collapse in Harlem that left 16 people injured

ANDREW BURTON/GETTY IMAGES



As discussions begin on home turf about the controversial issue of firefighters responding to medical emergencies, we cross the pond and talk to the Washington DC based International Association of Firefighters (IAFF) trades union. The IAFF represents US and Canadian firefighters, who have a long history of working with a 'fire-based emergency medical system' (EMS). **Dr. Lori Moore-Merrell**, an EMS expert with the IAFF, answers questions from the FBU about her union's experience of representing professional firefighters and paramedics in North America for almost 100 years.

When did American and Canadian firefighters start responding to medical emergencies?

Virtually all communities across the US and Canada have some form of EMS system. The majority of these systems today include fire department-based first responder programmes (95%) and more than half include fire department-based EMS transport.

The US ambulance service was once provided by morticians, since they were the only entity with vehicles that could transport a horizontal body. In the early 1960s the National Academy of Sciences summarised the practices and deficiencies



Emergency medical responding US style

Fire departments had ample assets to deliver resources to the scene for fire suppression in a timely manner, and these same resources can be used for timely response to medical emergencies

within EMS and made some recommendations that included extending basic and advanced first aid training into the lay population. It also recommended that a national test, training aids and courses of instruction be made available to rescue squad personnel, police officers, firefighters and ambulance attendants.

Some astute physicians then took it upon themselves to design and establish pre-hospital EMS systems, and they selected firefighters as the providers. Using insights gained from an esteemed medical journal article, they developed the idea of using specially trained firefighters to carry out radio-transmitted orders given by a hospital-based physician.

The Florida Heart Association provided seed money to develop one of the first projects, and similar programmes were soon developed in Los Angeles, Columbus (Ohio), and Seattle. A doctor at a hospital in California started a mobile life support programme in 1969 using rescue vehicles and firefighters from the Los Angeles County Fire Department.

Likewise in Columbus, the “Heartmobile” went into service, staffed with a physician and firefighters from the Columbus Fire Department. From here, the model was replicated and the next decade saw the Federal EMS Act passed. This gave the EMS system a proper definition as “an entity that provides for the arrangement of personnel, facilities, and equipment for the effective and coordinated delivery of health care services under emergency conditions in an appropriate geographic area”. The fire service fits this description perfectly.

Was it controversial at the time? What preceded it? Fewer fires? Perceptions that firefighters had time on their hands?

It was not controversial from the public perspective, and the reaction within the fire service was split. Some wanted the opportunity to train and respond to medical emergencies (which made firefighters even more valuable to their communities) while others wanted to maintain the purity of fire suppression work.

What preceded the move to fire department-based EMS was the realisation that its delivery really had to do with community need and available resources. Fire service-based EMS systems are strategically positioned to deliver time-critical response and effective patient care.

Firefighters provide this public safety service while emphasising responder safety through the employment of competent, compassionate workers, and cost-effective operations. In other words, the fire departments had ample assets to deliver resources to the scene for fire suppression in a timely manner, and these same resources can be

used for timely response to medical emergencies.

What was the initial reaction of firefighters to doing, as some see it here, jobs that are the preserve of paramedics?

Firefighters never saw EMS as a job ‘preserved’ for paramedics, but, again, there was a feeling among some firefighters that they should just be doing suppression, auto accident and other technical responses. But as more firefighters recognised the enhanced value the new skills and responsibilities gave them within their communities (and to their communities) the early resistance some showed has fallen away almost completely now.

Here in the US, and now even more in Canada, firefighters are also trained as emergency medical technicians and paramedics. These are known as cross-trained/dual role personnel. In the US, in the overwhelming majority of communities, the first response and patient care is firefighter work – and that has been very important in ensuring that our staffing and response remains a high priority among decision-makers. Even in Canada where there is more separation of “ambulance” and “fire department”, there is a portion of EMS (in some areas) that is not being delivered by either group. That portion is first response. If no one is doing this work, then it is an opportunity for the fire department to meet a need in the community for little, if any, additional costs.

Was there concern amongst firefighters about taking other peoples’ jobs?

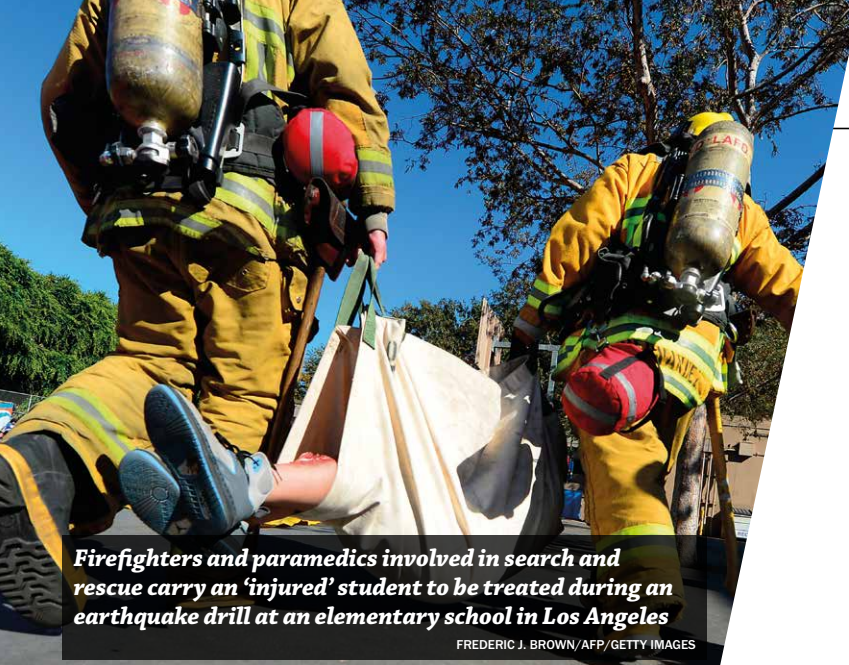
The fire service has formally been part of the 911 emergency care delivery system since EMS began. The major concern has been about making sure fire fighters have the skills and authority to save lives, no matter what the type of response. Today in the US, EMS first response and much of the EMS transport is firefighter work. Most firefighters here are trained to at least the emergency medical training (EMT) level and more than a third to the paramedic level.

In Canada, the work that the firefighters are doing or proposing to do is the time-critical first response that is currently not being done by anyone else.

What sort of training do firefighters get before responding to medical emergencies?

Many of the original pre-hospital EMS providers were firefighters with “special” additional training to provide medical services during emergencies that occurred outside the hospital. Today, essentially every firefighter receives emergency medical training either in recruit school or on the job. The fire service provides the majority of medical services for emergencies that occur out of the hospital, just as it has done for the past 50 years.





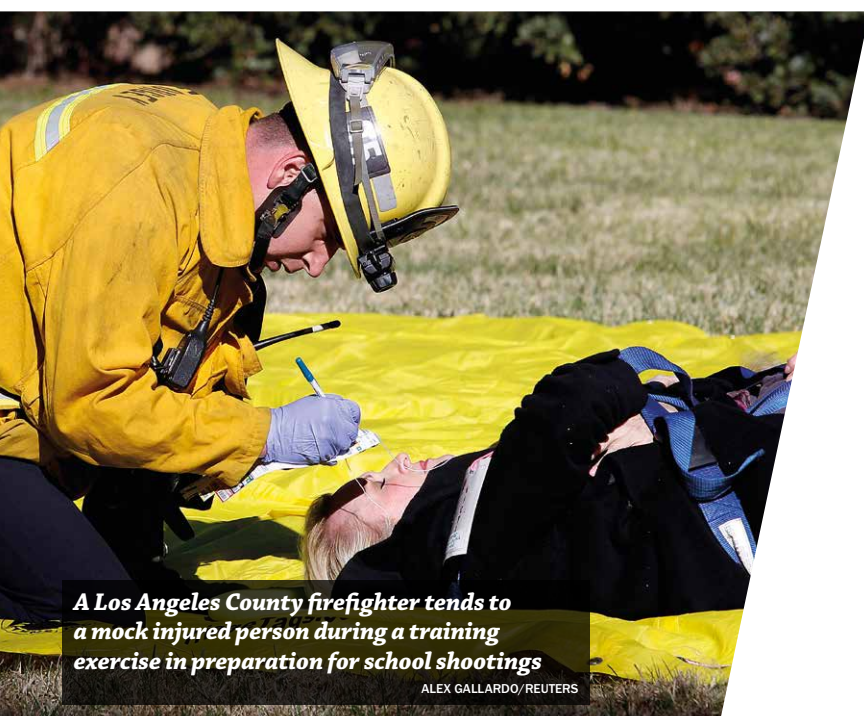
Firefighters and paramedics involved in search and rescue carry an 'injured' student to be treated during an earthquake drill at an elementary school in Los Angeles

FREDERIC J. BROWN/AFP/GETTY IMAGES



Los Angeles firefighters battle a suspected arson blaze in a block of flats that had been under construction

FREDERIC J. BROWN/AFP/GETTY IMAGES



A Los Angeles County firefighter tends to a mock injured person during a training exercise in preparation for school shootings

ALEX GALLARDO/REUTERS

Did the move to medical responding save firefighter jobs?

Yes, there is no doubt that it has ensured that more firefighters remain on the job. EMS certainly keeps fire fighter/EMTs and paramedics in the public eye and providing a more personal public service.

Do paramedics in some areas ride with firefighters on rescues?

Yes, but these paramedics are also trained as firefighters.

Do firefighters in the US and Canada have to wait with patients until they are seen by hospital doctors?

No, there is a mechanism in place in most hospital emergency departments to receive patients in a timely manner. Emergency transport crews deliver the patient, along with their report of information from the scene, and care is delivered by hospital medical personnel. They then proceed to clean and restock equipment/supplies and prepare for the next dispatch.

How has the issue impacted on public perceptions of firefighters?

Having firefighters respond and initiate care on EMS calls has increased the stature of our members in the public's eyes. Firefighters always rank in the top of public opinion polls as one of the most respected professions.

The fire department of the 21st century is evolving into a multi-disciplinary public safety department. Fire departments in the US and Canada not only handle most aspects of public safety (other than law enforcement security issues), but they also provide advances in emergency medical care and public health needs such as preparations for pandemics, disasters, and weapons of mass effect.

The community-based fire station, with its ready availability of personnel 24 hours a day and its unique nature of medicine outside of the hospital, creates a critically important blend of the traditional public concepts and duties of the fire service, with the potential for the most rapid delivery of advanced pre-hospital 911 emergency response and care.

Is there one specific incident where firefighters responded to a medical emergency and lives were saved that possibly wouldn't have been?

There are too many to pick from because it happens every single day on tens of thousands of runs across our two countries. Traditionally, fire stations are strategically placed across geographic regions, typically commensurate with population densities and workload needs. This has created an all-hazard response infrastructure that is meeting the routine and catastrophic emergency needs of all communities.

DEMENTIA

WHY MORE RESEARCH IS NEEDED

It is estimated that one million people in the UK could be affected by 2025

Dementia is one of today's biggest health challenges. It affects 850,000 people in the UK directly and 25 million people have a friend or family member with Alzheimer's disease, the most common cause of dementia.

Cases are increasing as more people live longer. It is estimated that one million people in the UK could be affected by 2025.

Genetic make-up can influence the risk of developing dementia, but it is not the whole story. Lifestyle plays an important part in maintaining brain health.

Dementia is a word used to describe a set of symptoms including memory loss, confusion, personality change and a decline in the ability to live a normal daily life.

The diseases that cause it are progressive. Sufferers get worse over time and eventually lose communication skills, the ability to recognise friends and family and the ability to take care of themselves.

Everyone's experience is different. Symptoms can vary widely depending on the type of dementia. Alzheimer's can also be caused by dementia with Lewy bodies – which overlaps with Parkinson's disease but causes slowing in memory and thinking and hallucinations as well as some of the movement problems associated with Parkinson's.

Parkinson's dementia and frontotemporal dementia, which is a rarer form more common in under-65s, in

contrast to Alzheimer's tend to disrupt personality, behaviour and communication before memory starts to fade.

The roots of dementia are not mental but physical. Conditions like Alzheimer's destroy brain cells, causing the brain to shrink at 400% the rate of normal ageing.

Research

The fact that the disease is a physical process is helpful for research. It means we can make progress on slowing or stopping the disease from advancing.

Research into dementia has been underfunded but, in spite of this, scientists are identifying the genes, molecules and proteins driving the diseases – and they are discovering a

complex picture.

The biggest risk factor is age – the majority of those affected are over 65 – but genes and lifestyle also play a part. Scientists funded by Alzheimer's Research UK have identified over 20 genes that affect a person's risk of developing Alzheimer's. But very few cases are strictly genetic.

Complex lifestyle and environmental factors can influence diseases like Alzheimer's. Maintaining good cardiovascular health through regular exercise, a healthy diet, not smoking, drinking in moderation and controlling blood pressure, cholesterol and diabetes are all important ways to protect brain health. Midlife is a critical time to make these

positive lifestyle changes.

It is unknown as yet whether the shift work undertaken by some public sector workers, including fire-fighters, can impact negatively on long-term changes in memory or thinking.

Studies of shift work have reached no firm conclusion on whether it can have a lasting impact on dementia risk or not.

Other studies show that more years in education, a complex profession, later retirement age and social engagement later in life are linked to a lower risk of memory and thinking decline.

Retirement age

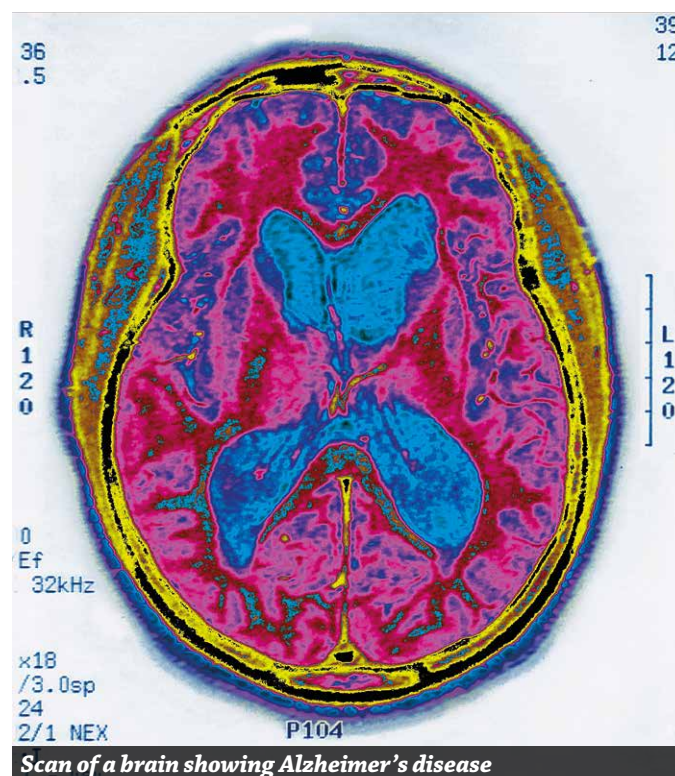
This suggests that keeping mentally active could be another factor for strengthening the brain.

Rising retirement ages for public sector workers and others, although controversial, could bring benefits in terms of helping people remain engaged and active members of their community. But it could also bring a downside with more people developing symptoms of dementia while still at work.

Alzheimer's Research UK is the leading dementia research charity and is powering a fightback for a world free from the fear, harm and heartbreak caused by dementia.



■ For more information or to join our Fightback campaign visit www.alzheimersresearchuk.org, or call the Dementia Research Infoline on 0300 111 5 111.



JAMES CAVALLINI/SCIENCE PHOTO LIBRARY

Workers' rights

New attacks set a dangerous precedent



Doug Christie, of the FBU's solicitors, Thompsons, looks at the prospects for workers' legal rights during the next five years of Tory rule

Many of the changes being imposed on trades unions under the government's new bill will affect the daily working lives of firefighters, with less protection for FBU members and a further erosion of workers' ability to hold their employer to account. The next five years will present some of the toughest challenges and restrictions the trade union movement has ever had to face.

Health and safety

Under the guise of cutting so-called "red tape", the government substantially weakened health and safety laws by abolishing the century-old concept of "strict liability", meaning that workers injured through no fault of their own now have to show their employer was at fault for every accident.

The new government went further in its quest to reduce "red tape" by introducing the Enterprise Bill in its first Queen's Speech.

The declared purpose of the bill is to promote entrepreneurialism and small businesses, but we are concerned that it will inevitably include measures which further undermine the stake of workers in our economy.

Workplace rights

One of the most dangerous aspects of the last government's attack on workers' rights was the introduction of fees for employment tribunal cases, which has made access to justice for non-trade union members the preserve of the wealthy rather than a democratic right of all.

As predicted by everyone

Heroism Act

Earlier this year, the coalition government passed the Heroism Bill which stated that, when courts are considering cases of negligence or breach of duty, they should take into account factors such as whether the defendant acted "responsibly", for the "benefit of society" or took "heroic action" to protect the safety of

of workers to strike if they are being poorly treated.

Under the bill, all ballots in favour of strike action would now require a 50% turnout from all those eligible to vote to be valid.

Alongside this, in "important public services", 40% of those eligible to vote would have to back the ballot. The definition of "important public services" set out in the Conservative manifesto includes the fire service.

The bill also imposes new requirements on unions that are couched in vague language designed to drag industrial disputes back into the courts – something we thought we had seen the back of with successful test cases in recent years.

The proposed swingeing new restrictions breach international labour standards and set a dangerous precedent in attacking trade union rights.

Thompson's will continue to work with FBU members, not only to represent you in the union's legal service, but also to join you in campaigning against these vindictive attacks on the trade union movement.



Attacks on the rights of workers to organise have a long history – FBU banners were at this year's rally to remember the Tolpuddle Martyrs who were exiled to Australia in 1834 for trying to organise. Massive protests saw them released.

but the Tories, fees of up to £1,200 have proven to be a major barrier to thousands of workers and a huge financial headache for unions.

Following the introduction of the fees and the huge drop in claims that resulted, the then enterprise minister Matthew Hancock claimed that the "success" of the policy had been proved and that the fees would stop businesses being "ruthlessly exploited" by workers "trying to cash in".

others. While this ill-founded and populist act will make very little difference to how judges already work, its introduction leaves the actions of many workers, including those in the fire and rescue service, open to (mis)interpretation and weakens their rights even more.

Trade Union Bill

The new Conservative government has used one of its first bills to attack the right

As a union member, you can obtain 30 minutes' free confidential telephone advice on any non-work-related legal matter, including on criminal law, consumer law, property and land law, wills and trusts, nuisance and trespass and a host of other legal issues. Please contact FBU Legal Services on 0808 100 6061 or, in Scotland, 0800 089 1331 for more information.

I'd never had anybody sitting opposite me with a pen and paper. It took me a few goes to get the hang of it

Avonmouth firefighter David Hillier's time off is spent maintaining his links – and giving something back – to his first career, professional football at the highest level

There was a time when football was very much a full-time job for Bristol firefighter David Hillier. And some. He was a midfielder for Arsenal in the early nineties – when the club won the FA Cup, the First Division championship, the League Cup and the Cup Winners Cup.

David, now based at Avonmouth station, has built up a fresh career as a firefighter – but he certainly hasn't hung up his boots. Catch him on a day off and chances are he'll be doing something linked to the Beautiful Game – playing five-a-side, passing on his skills to young players – or turning out for the Arsenal Foundation charity team.

For David, those days at Highbury from 1988 to 1996 were the pinnacle of his playing career. He went on to play professionally for Portsmouth and Bristol Rovers, but nothing could quite match up to playing for the Gunners.

Rigorous recruitment

He left Bristol Rovers in 2002 – “after three good years” and the family had settled in the area, and had to consider life after playing professional football.

He has his wife to thank for his new career as a firefighter. “She heard on the local radio that they were looking for people to join the fire service. So I went for it.”

FBU members know just how tough it can be to get taken on. And even for an elite sportsman like David, recruitment wasn't a breeze. Though his fitness levels obviously weren't a problem, he'd never had to jump through the hoops and tick all the right boxes in a rigorous recruitment process before. He'd been scouted for Arsenal at 14, captained the youth side and lived

and breathed football since boyhood.

“I got in on the fourth attempt,” he says. In football, it was all so much simpler. “People watched me play and decided if they wanted me or not. I'd never had anybody sitting opposite me with a pen and paper. It took me a few goes to get the hang of it.”

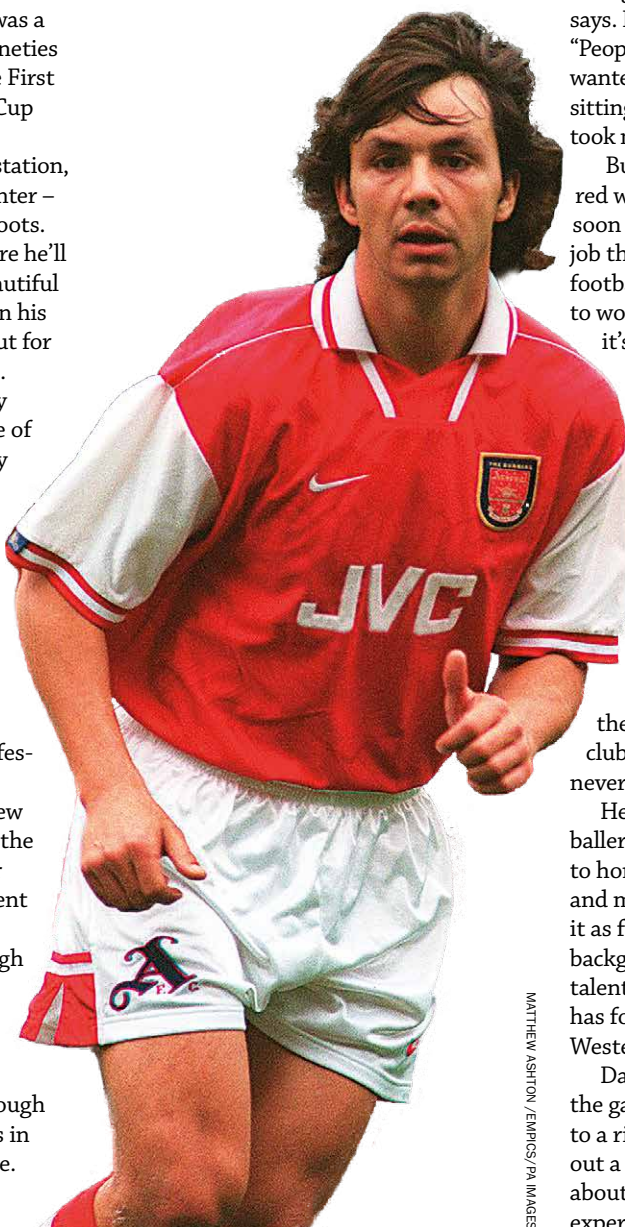
But, eight years ago, starting out on red watch – top colour for a Gooner – he soon found there was much about the job that chimed with life as a professional footballer. “My colleagues are a good bunch to work with,” says David, “in both jobs it's all about working as a team, eating together, training together, the adrenalin rush when you have to move fast, getting the job done.”

The adrenalin rush that comes when you are rescuing people from a burning building is very different to the one that comes from scoring in a crunch fixture, but both need focus and steady nerves.

David's gone from red watch at Temple to green watch at Avonmouth – and jokes that, with the historic rivalry between top London clubs Arsenal and Chelsea, “it's best I've never had to go blue after all these years”.

He enjoys giving promising young footballers individual drilling and conditioning to hone their skills, build up strengths and maximise their chances of making it as football professionals. With his background, he is well placed to spot future talent on the field and, with a colleague, has forged links with the University of Western England in the area.

David has not only carried on playing the game he loves, and passing on his skills to a rising generation – he has also carved out a bit of a niche for himself, talking about it – commentating and sharing his expertise on Arsenal's online channel,



MATTHEW ASTON / EMI/PS / PA IMAGES



100 per cent behind the FBU's fight to ensure that all firefighters get a decent pension and dignified retirement

TalkTalk and BT Sport.

Recent commentating gigs include Arsenal's FA Cup victory parade at the end of May – where delighted fans took to the streets in Islington to celebrate the team's 4-0 triumph over Aston Villa. David was there for Arsenal TV's Sunday Parade Show reporting on the celebrations.

The club may have moved down the road from Highbury to the Emirates Stadium, but its players continue to score the goals and make the headlines: Arsenal is now the most successful team in FA Cup history.

Part of the history

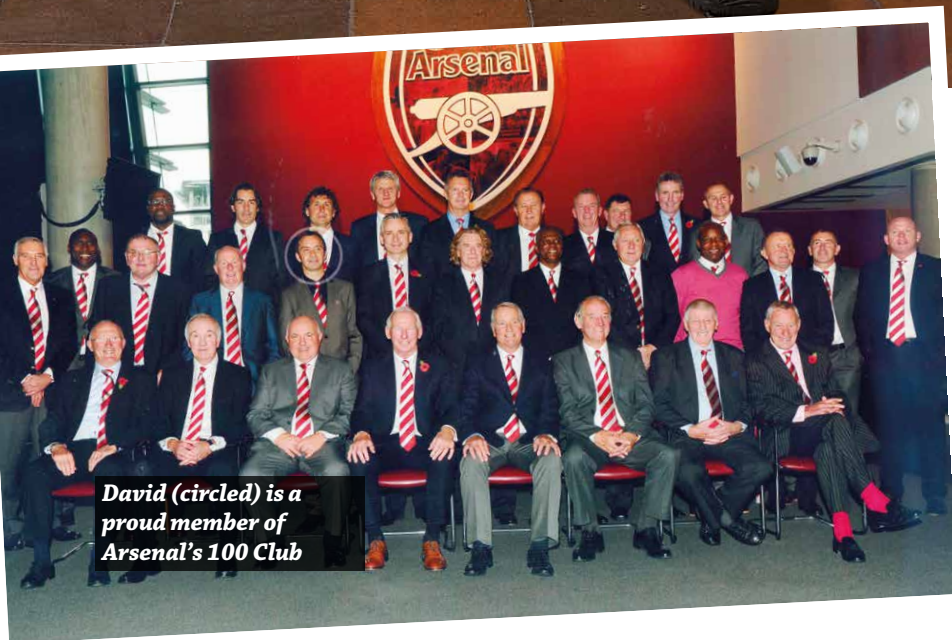
As a member of the 100 club, founded by Arsenal legends Bob Wilson, Pat Rice and Frank McLintock, David is very much part of that history. Membership is very select: only retired team members who played in at least 100 league games for the Arsenal qualify. David turned out for the Gooners 104 times. There are social events, golf sessions – and even a box set aside at the Emirates for members of the 100 club and guests.

"I've been about half a dozen times," said David, "but not when I am on duty commentating obviously! It's great meeting up with other ex-players."

A career playing top-level football has left David relatively comfortably off. He thinks firefighters deserve to be paid better for the vital job they do.

And he's "a hundred per cent behind" the FBU's fight to ensure that all firefighters get a decent pension and the dignified retirement they thought they'd be getting when they joined up.

David is now proud to be a firefighter. But, as they say, once a footballer, always a footballer and, as David has shown, once a Gooner always a Gooner. Especially when you have turned out for the team in league games more than a 100 times.



David (circled) is a proud member of Arsenal's 100 Club

Prize quiz

WIN!

Win four tickets to see
Years & Years at Sheffield O2
on 13 October 2015

HOW TO ENTER

To win four tickets to see the BBC's Sound of 2015 band Years & Years send your answers by 20 September on a postcard to: Prize Competition (Aug/Sept 2015), FBU Head Office, Bradley House, 68 Coombe Road, Kingston upon Thames, KT2 7AE. Please include your name, address and membership number. The winner will be selected at random from all correct entries.

1 The Durham Miners' Gala this year had which possible new head of Labour as a guest speaker?

- A – Yvette Cooper
- B – Andy Burnham
- C – Jeremy Corbyn
- D – Liz Kendall

2 The South West's Tolpuddle Martyrs festival is held in honour of agricultural labourers who were arrested in the 19th century for which of the following?

- A – Organising their labour
- B – Swearing a secret oath as members of the Friendly Society of Agricultural Labourers
- C – Withdrawing their labour
- D – Destruction of farming equipment



3 In 1910 Mary Macarthur led women chainmakers in a successful strike for which of the following?

- A – Holiday pay
- B – Shorter hours
- C – Working in a safer environment
- D – A minimum wage

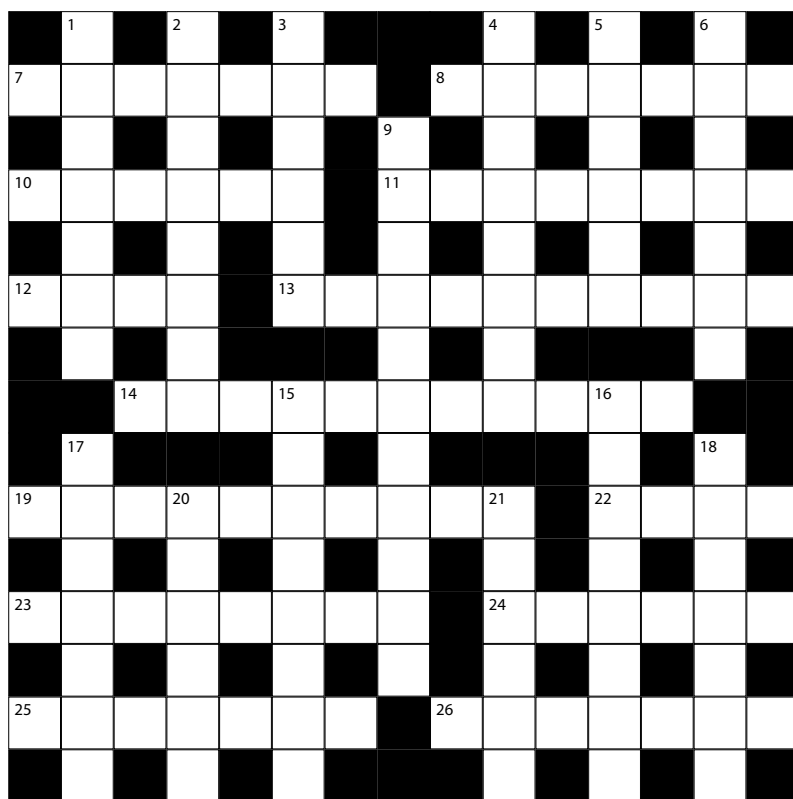


4 International Women's Day celebrates, amongst other things, the suffrage movement's successful fight for the right of women to do what?

- A – Vote
- B – Work
- C – Own property
- D – Attend university

5 On which day every year do people "remember the dead and fight for the living"?

- A – 1 April
- B – 28 April
- C – 31 April
- D – 1 May



CROSSWORD

ACROSS

- 7** Country surrounded by South Africa (7)
- 8** Colourful objects carried at 10, 19 (7)
- 10** Annual "big meeting" in north east England (6,6,4)
- 11** Lack of energy or interest (8)
- 12** Run away (4)
- 13** Musical features of 10, 19 (5,5)
- 14** Bump off (to order?) (11)
- 19** See 10
- 22** Pork fat (4)
- 23** Answer or reaction (8)
- 24** Bird unlikely to vote for Christmas (6)
- 25** Tickler of the ivories (7)
- 26** Bird of prey (7)

DOWN

- 1** Mexican spirit (7)
- 2** Home of Scottish monster (4,4)
- 3** Organised criminal gang; mafia (3,3)
- 4** Resistance fighter (8)
- 5** 24's capital (6)
- 6** Detachment of (fire)fighters (7)
- 9** Not bearded (5-6)
- 15** One who criminally creates work for us (8)
- 16** Put up with (8)
- 17** West African country (7)
- 18** Cabinet kept at sub-zero temperature (7)
- 20** Become or make larger (6)
- 21** Leader of 1945 Labour government (6)

Last issue's answers and winners



Crossword solution July

July quiz answers

- 1** – B Lyndon B Johnson
- 2** – D Rembrandt
- 3** – A France
- 4** – A 1588
- 5** – B A sheep

Winner of May/June quiz

Patrick Silk, Leicester


Station Cat

Imaginary and real money

*Not asleep:
Councillor
Chris Pearson
as North
Yorkshire's
fire authority
discussed cuts
to the service*



Good soundbite? Ignore the facts

 When not tracking mice or gossiping, The Cat enjoys pawing through research papers. It is an activity she strongly recommends to anyone suffering from insomnia.

Recently she came across a report from Full Fact, an organisation that provides tools, information and advice to enable anyone to check claims made by politicians.

A report from this independent group says the government's claim that fire-fighters will get £19,000 a year when they retire in what would be one of the most generous public service pensions available is, at best, "contentious". Which is academic-speak for "piffle".

The organisation's research points out that firefighters would only get this level of pension if they had served for 40 years with a final salary of £28,500; and that they would have to contribute to their pension more to get it.

Comrades who are trustees of Full Fact include The Hon. Michael Samuel, former boss of the Mayborn Group and a donor to the Conservative Party; Simon Briscoe, the specialist adviser (statistics) to the Commons Public Administration Select Committee; Tory peer Lord Richard Inglewood; Baroness Julia Neuberger, the




senior rabbi at West London synagogue; and Lib Dem peer Lord John Sharkey who, among other things, is a former joint managing director of Saatchi & Saatchi and helped to run Margaret Thatcher's 1987 election advertising campaign.

It's pleasant to see these chums associated with our campaign. But, sadly, the Cat doubts that Tory governments base decisions on the full facts




Not only is Lee Howell now on £146,031 a year, in 2014 he received the Queen's Fire Service Medal from the Duke of Cambridge at Buckingham Palace

Austerity does not begin at the top

 Well done Lee Howell, the chief fire officer of Devon and Somerset. This fearless trailblazer has set us all an example by challenging cuts and austerity head on.

None of this 1 per cent pay rise nonsense for Lee however. Oh, no. The authority decided he could do with a 6.2% increase, to bring his income up from a miserly £137,392 to a reasonable £146,031.

Close your eyes and think of cuts

 The Cat, like many of her kind, is a great one for

sleeping. She generally manages 16 hours a day. It seems that this is a quality she shares with members of North Yorkshire's fire authority.

Last month councillors gathered to debate how to worsen local fire service provision. The meeting took place in Easingwold, but at least one elected representative attended remotely from the Land of Nod.

His features relaxed, his chin rested gently on his chest and a rumbling noise emitted from his nostrils. This condition persisted until a passing clerk gave him a prod and passed him a note.

The councillor shook himself and set about his democratic duties. That is, he raised his hand in support of ... whatever had been going on.

How very unfortunate that former FBU official Ian Watkins, who was observing proceedings, had fetched along his mobile phone with its camera accessory.

Even more lamentable, this image of the Rip Van Winkle impersonator later found its way into the pages of the *Ripon Gazette*.


Snappy Ian, meanwhile, has raised a formal enquiry as to whether county councillors are permitted to vote on an issue if they have been unconscious during the debate. He points out that you can't vote if you're not present, and asks if you are present if you are asleep?

Tory councillor Chris Pearson defended himself vigorously to the *Gazette*,

insisting that although his eyes were closed and his breathing regular, he was not asleep. "It was very warm," he said. "And I had my suit on".

The Cat can't see the relevance of this observation as the complaint was about his consciousness, not his clothing. But her advice to Chrissie is to be brazen in future and turn up to meetings in his jim-jams. And why not fetch a sleeping bag? After all, it's not as if fire safety is important, is it?

Money well spent in London

 The London Fire Brigade is, as we all know, strapped for cash. This is why it is careful with every penny it spends these days. It only shells out on vital projects that are relevant to the service.

The Cat encountered an example of this recently when idling through a list of the sponsors of the Securitas staff awards ceremony.

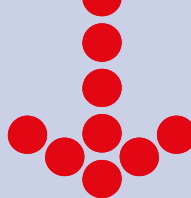
Securitas is the firm that "helps to ensure that robust contingency support is available to the London fire service". In English, this means it provides strike breakers in the capital.

The Cat was surprised to see that the LFB (or in fact, London residents) coughed up to reward these ... er... "workers" with prizes for things like vigilance and helpfulness.

One chap won a prize for an "Outstanding Act".

The Cat would dearly like to know what it was - and hopes it was cleaned up properly afterwards.

25-year badges



Mark Lindon (l), receives his 25-year badge from Neil Henry at Newton-le-Willows, Merseyside



Gary Summerly (l), Tynemouth, Tyne and Wear, receives his 25-year badge from branch rep Andy Clark



Andy Williams (r), Community Safety Team, Nottingham, receives his 25-year badge from Mick Chilton at Central station



Andy Jackson (r), blue watch, Eastbourne, East Sussex, receives his 25-year badge from Jeff Dorling with blue watch colleagues (l-r) Henry Wilks, Luke Denton, Murray Pinnell, Adam Henstock, Dibs Seymour, Carl Fenton, Russ Howe, Matt Jones, Andy Knight, Rob Meakin and Mike Rolfe



Andy Tottle (r), green watch, Eastbourne, East Sussex, receives his 25-year badge from branch rep Tony Rose with colleagues (l-r) Damian Stoneham, Ash Kristiansen, Pete Cockram, Justin Attwood (hidden), and Alex Plowman looking on



Sean Allen (l), Nottinghamshire, (recently retired) receives his 25-year badge from brigade secretary Alan Coates



Kev Cleary (r), officers' branch, Nottingham, receives his 25-year badge from officers' rep John Mills



Mark Woolnough (r), Edwinstowe, Nottingham, receives his 25-year badge from brigade chair Sean McCallum



Ian Vickers (r), Cambridgeshire, receives his 25-year badge from brigade secretary Cameron Matthews



Chris Gowler (r), Charlie watch, Wilmslow, Cheshire, receives his 25-year badge from Leigh Mullin.



Alan Renshaw (r), green watch, High Handenhold, Durham receives his 25-year badge from branch rep Steve Hagar

Please send digital files or prints to: **firefighter@fbu.org.uk** or Firefighter, FBU, 68 Coombe Road, Kingston upon Thames, KT2 7AE. Please include full details for every picture – full names of everyone who is in it; their station/brigade/watch etc; where they are in the picture (eg: left to right); their union posts/branch if relevant; and where and when it was taken.



Clive Whitethread (l), Surrey, receives his 25-year badge from acting secretary Dave Nicholson at a Surrey officers branch meeting accompanied by (l-r) Nigel Gray, Graham Mitchell, Barry Wood, Glyn Parry-Jones, Dave Rice, Wayne Barrett, and Jim Tigwell

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Change of address or next of kin

Advise your Brigade Organiser of any change of address and Head Office of changes to next of kin or nominations for benefits.

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0800 089 1331

(Scotland),

The line provides advice for personal injury, family law, wills, conveyancing, personal finance and consumer issues.

For disciplinary and employment-related queries contact your local FBU representative.